

**The Influence of Teachers' Creativity, Attitude and Commitment on Students'  
Proficiency of the English Language**

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# Dedication

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# Abstract

The intensity of teachers' creativity, attitude and commitment is considered to be as a key factor in the success of current educational reform agenda as it heavily influences the teachers' willingness to engage in cooperative, reflective and critical practice to develop the students' proficiency or performance in English language. So, training can help teachers to learn how to be more effective at work by modifying the knowledge, skills or attitudes through learning experience to achieve an effective performance and develop the students' proficiency in their learning process. According to human resource theory, training is considered as one of the processes in achieving the organizational goals by attracting and maintaining employees and also managing them effectively at work performance. According to Huberman (1993), teachers' commitment has been identified as one of the most critical factors for the future success of education and schools.

Teachers' creativity, attitude and commitment are closely connected to teachers' work performance and their ability to innovate and integrate new ideas into their own practice, absenteeism, staff turnover, as well as having an important influence on students' achievement in, and attitudes toward school (Firestone, 1996; Graham, 1996; Louis, 1998; Nias, 1981; Tsui & Cheng, 1999). Teachers' commitment towards training can increase the organizational goal in order to develop the students' learning by proper teaching materials. Therefore, internal and external training can also increase their ideas, creative thinking, creative teaching and creative learning to improve the students' proficiency in their learning process. Measuring of teachers' commitment towards training also suggested finding the positive or significant results to make sure training can increase the teachers' creativity. This research tried to contribute additional empirical evidence on the influence of teachers' creativity and commitment on students' proficiency of the English language.

This study also examined an abstract issue that is teachers' commitment towards training to determine whether the teachers are committed to the training that is organized by the organizational to develop their ability and carry out their responsibility as a teacher to improve the students' proficiency in English language. Three hundred ten teachers at private school in Malaysia were surveyed for this purpose. The results of this study revealed that creative teaching, creative learning, creative thinking, attitude towards creative and teachers' commitment are positively and significantly influencing the students' proficiency of the English language. As a result, teachers' commitment towards training were found to be more important dimensions and it will affecting the teachers' work commitment, attitude and creativity to improve the students' proficiency.

**Keywords:** teachers' creativity, attitude & commitment, students' proficiency, and teachers' commitment towards training.

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# List of Symbols and Abbreviations

<b>*</b>	- Asterisk or Multiply
<b>M</b>	- Mean
<b>r</b>	- Correlation
<b>N = 310</b>	- Sample size of the study is 310
<b>S.D.</b>	- Standard deviation
<b>Sig.</b>	- Significant
<b>ESL</b>	- English Second Language
<b>PMR</b>	- Penilaian Menengah Rendah
<b>SPM</b>	- Sijil Pelajaran Malaysia
<b>TESL</b>	- Teaching English Second Language
<b>SPSS</b>	- Statistical Package of Social Science
<b>UM</b>	- University Malaya



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